



County of Los Angeles CHIEF EXECUTIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION
LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

March 3, 2009

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

**APPROVAL OF AMENDMENTS TO THE MEMORANDA OF
UNDERSTANDING FOR BARGAINING UNITS 601 - FIRE FIGHTERS;
602 - SUPERVISORY FIRE FIGHTERS; 611 - PEACE OFFICERS;
612 - SUPERVISORY PEACE OFFICERS; 613 - PUBLIC DEFENDER
INVESTIGATORS; 641 - BEACH LIFEGUARDS; 642 - SUPERVISORY BEACH
LIFEGUARDS; AND 701 - DEPUTY PROBATION OFFICERS
(ALL DISTRICTS)
(3-VOTES)**

SUBJECT:

The Chief Executive Officer is recommending that the Board approve Amendments to several Memoranda of Understanding (MOU) to extend the terms and conditions of the MOUs for one year. The current MOUs for Bargaining Units 601 – Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Lifeguards; expired on December 31, 2008. The current MOUs for Bargaining Units 611 – Peace Officers; 612 – Supervisor Peace Officers; 613 – Public Defender Investigators; and 701 – Deputy Probation Officers expired January 31, 2009.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve Amendments to Memoranda of Understanding (MOU) for the following Bargaining Units:

601 – Fire Fighters, Amendment No. 2;
602 – Supervisory Fire Fighters, Amendment No. 2;
611 – Peace Officers, Amendment No. 3;
612 – Supervisory Peace Officers, Amendment No. 4;

613 – Public Defender Investigators, Amendment No. 1;
641 – Beach Lifeguards, Amendment No. 2;
642 – Supervisory Beach Lifeguards, Amendment No. 2; and
701 – Deputy Probation Officers, Amendment No. 3.

2. The current MOUs for Units 601 - Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Lifeguards; expired on December 31, 2008. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to December 31, 2009.
3. The current MOUs for Units 611 – Peace Officers; 612 – Supervisory Peace Officers; 613 – Public Defender Investigators; and 701 – Deputy Probation Officers; expired January 31, 2009. The Certified Employee Organizations, with the agreement of the Chief Executive Office, are requesting that the MOUs be extended one year to January 31, 2010.

PURPOSE OF THE RECOMMENDED ACTION:

The purpose of the Amendments is as follows:

1. Extends the terms and conditions of the MOUs for one year;
2. Provides for the continuation of salaries;
3. Provides for the continuation of certain special pay practices relating to:
 - Uniform and/or clothing allowance;
 - Sick leave accrual exchange (buy back);
 - The Wellness/Fitness for Life Program for Units 601 – Fire Fighters; 602 – Supervisory Fire Fighters; 641 – Beach Lifeguards; and 642 – Supervisory Beach Life Guards; and
4. Amends Custody and Court lockup staffing for Unit 611 – Peace Officers to reflect the number of Custody Assistant positions assigned to the Custody and Court lockup areas.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The recommended action promotes fiscal prudence and service excellence between the County of Los Angeles and the Certified Employee Organizations; thereby providing more effective, efficient and comprehensive services to Los Angeles County.

FISCAL IMPACT/FINANCING

There will be no new costs associated with these Amendments. All existing costs will be absorbed within each Department's budget.

FACTS AND PROVISIONS:

The agreement has been reviewed and approved as to form by County Counsel.

CONCLUSION

Your approval of these Amendments will enhance the operational effectiveness of the departments.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WTF', followed by a stylized flourish.

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:DL:JA
PDC:rld

Attachment

c: Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller

AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
FIRE FIGHTERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of the
County of Los Angeles (hereinafter referred to as
"County"), and the County Forester and Fire
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17th day of May, 2005, the parties entered into a Memorandum of Understanding regarding the Fire Fighters Employee Representation Unit , which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and


WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on December 31, 2009.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
 - * Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU;
 - * Negotiations shall begin no later than September 1, 2009.
3. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with this extended contract term as follows: Change dates to December 1 & 15, 2009.
4. Appendix A – Wellness/Fitness for Life Program: Continue with negotiated interim agreement for term of the MOU (12-31-2009).
5. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES COUNTY
FIRE FIGHTERS
LOCAL 1014

By 

Dave Gillotte
President, Fire Fighters
Local 1014

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 

William T Fujioka
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
SUPERVISORY FIRE FIGHTERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING, made
and entered into this 3rd day of March, 2009,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter referred
to as "County"), and the County Forester and
Fire
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 17th day of May, 2005, the parties entered into a Memorandum
of Understanding regarding the Supervisory Fire Fighters Employee Representation
Unit , which Memorandum of Understanding (MOU) was subsequently approved and
ordered implemented by the County's Board of Supervisors; and

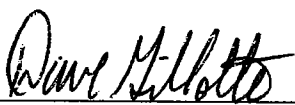
WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU
as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on December 31, 2009.
2. Amend Article 8 – Renegotiation: to reflect revisions necessary to correspond with a one year extension of the term of the MOU:
 - * Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU;
 - * Negotiations shall begin no later than September 1, 2009.
3. Amend Article 11 – Uniforms; to provide a uniform allowance consistent with this extended contract term as follows: Change dates to December 1 & 15, 2009.
4. Appendix A – Wellness/Fitness for Life Program: Continue with negotiated interim agreement for term of the MOU (12-31-2009).
5. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 5, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES COUNTY
FIRE FIGHTERS
LOCAL 1014

By 
Dave Gillotte
President, Fire Fighters
Local 1014

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T. Fujioka
Chief Administrative Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 3
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING
PEACE OFFICERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 3 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

ASSOCIATION FOR LOS ANGELES
DEPUTY SHERIFFS (hereinafter referred
to as "ALADS" or "Union")

WHEREAS, on the 4th day of April, 2006, the parties entered into an Amendment No. 2 of the Memorandum of Understanding regarding Peace Officers, which was subsequently approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:


NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2010.
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
 - Written notice to commence negotiations no later than September 15, 2009;
 - Negotiations to begin no later than October 15, 2009;
 - November 30, 2009, as impasse date.
3. Amend Article 10 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
 - Change dates to November 1, 2009; December 1 & 15, 2009.
4. Amend Article 29 – Custody/Court Lockup Staffing, Section 2.; to delete the current language in this Section 2 and add new language to reflect the Settlement Agreement between the Association for Los Angeles Deputy Sheriff's ("Association") and the Los Angeles County Sheriff's Department (Department"), dated October 21, 2009, that provides:

- During the 2008-2009 fiscal year, the Department shall have up to 22 custody assistant positions in Court Services court lock-up assignments. The attached Court Services Division, Custody Assistant Proposed Service Levels as of October 1, 2008, showing the proposed assignments is incorporated herein by reference;
 - During the 2009-2010 and 2010-2011 fiscal years, the Department shall have up to 30 custody assistant positions in Court services court lock-up assignments. This Agreement may be re-opened at the request of the Superior Court after July 1, 2011, for further discussion of the use of custody assistants in addition to the 30 agreed upon herein for fiscal years after 2011.
 - Except as expressly set out in this Agreement, the parties do not intend to and do not agree to effect any other change in the policies and procedures regarding the use of custody assistants in court Services court lock-up assignments.
5. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
- Change date for payment for up to two (2) additional sick leave days on July 1, 2009.

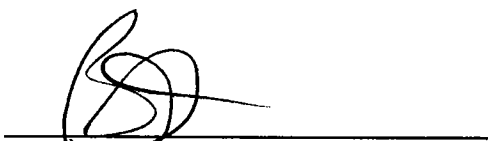
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

ASSOCIATION FOR LOS ANGELES
DEPUTY SHERIFFS

By 
Steven Remige, President

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T. Fujoka
Chief Executive Officer

By 
Bud Treece, Executive Director

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 4
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING
SUPERVISORY PEACE OFFICERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

PROFESSIONAL PEACE OFFICERS
ASSOCIATION (hereinafter referred to as
"PPOA" or "Union")

WHEREAS, on the 4th day of April, 2006, the parties entered into an Amendment No. 3 of the Memorandum of Understanding regarding Supervisory Peace Officers, which was subsequently approved and ordered implemented by the County's Board of Supervisor; and

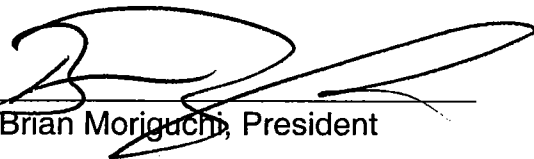
WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 5 – Term; to reflect an extension of the term of the MOU to 12:00 midnight on January 31, 2010.
2. Amend Article 6 – Renegotiation; to reflect revisions necessary to correspond with an extension of the term of the MOU:
 - Written notice to commence negotiations no later than September 15, 2009;
 - Negotiations to begin no later than October 15, 2009;
 - November 30, 2009, as impasse date.
3. Amend Article 9 – Uniforms; to provide a uniform allowance consistent with an extended contract term:
 - Change dates to November 1, 2009; December 1 & 15, 2009.
4. Amend Appendix F – Sick Leave Accrual Exchange, Section 4; to provide buy back dates consistent with an extended contract term:
 - Change date for payment for up to two (2) additional sick leave days on July 1, 2009.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS
ASSOCIATION

By 
Brian Moriguchi, President

By 
Paul Roller, Executive Director

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T. Fujioka
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
PUBLIC DEFENDER INVESTIGATORS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009;

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

ASSOCIATION OF PUBLIC DEFENDER
INVESTIGATORS (hereinafter referred to
as "APDI" or "Union")

WHEREAS, on 31st day of October, 2006, the parties entered into a Memorandum of Understanding regarding the Public Defender Investigators Employee Unit, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 5 - Term; to extend the Term of the MOU for 1 year to 12:00 midnight on January 31, 2010.
2. Amend Article 6 - Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
 - Written notice to commence negotiations no later than September 5, 2009;
 - Negotiations shall begin no later than October 15, 2009;
 - November 30, 2009, contractual impasse date
3. Amend Article 7 - Salaries, Section 4 (Special Pay Practices/Dress Standards) to provide for payment of the Clothing Allowance and to correspond to a one year extension of the Term of the MOU:
 - Change dates to December 1, 2009, January 1 & 15, 2010
4. Amend Article 9 - Employee Benefits, Section 3 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
 - Change date for payment of up to 2 additional sick leave days on July 1, 2009.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

ASSOCIATION OF PUBLIC
DEFENDER INVESTIGATORS

By 
Mark Reid
General Manager

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T. Fujioka
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING
BEACH LIFEGUARDS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009;

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

LOS ANGELES COUNTY LIFEGUARD
ASSOCIATION (hereinafter referred to as
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a Memorandum of Understanding regarding Beach Lifeguards, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

The parties agree that except as herein specifically amended, each and every other provision of the 2006 – 2009 Memorandum of Understanding shall continue to remain in full force and effect.

ARTICLE 4 TERM

Change termination date to 12:00 midnight on December 31, 2009.

ARTICLE 5 RENEGOTIATION

Change dates for written commencement of negotiations to July 1, 2009, through August 1, 2009.

Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2009, whichever is later.

Change date for automatic impasse to October 31, 2009.

ARTICLE 8 SALARIES

Section 4 Sick Leave Accrual Exchange

Change date to receive payment of sick time to July 1, 2009.

ARTICLE 10 SPECIAL PAY PRACTICES

Section 10 Wellness/Fitness for Life Bonus

Change date of to reflect contract term extension to 12-31-2009.

ARTICLE 16 UNIFORMS

Change dates to reflect contract extension. Employees employed on November 1, 2009, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2009, and December 15, 2009.

ARTICLE 30, B. AUTHORIZED AGENTS

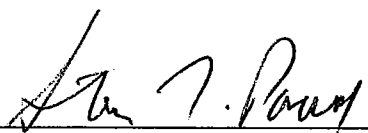
Change phone number to 310-528-1338.

APPENDIX A WELLNESS/FITNESS FOR LIFE PROGRAM

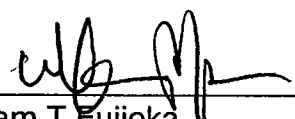
Continue with negotiated interim agreement for term of the MOU (12-31-2009.)

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

LOS ANGELES COUNTY
LIFEGUARD ASSOCIATION

By 
Steven Powell
President

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T Fujioka
Chief Executive Office

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING
SUPERVISORY BEACH LIFEGUARDS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 3rd day of March, 2009;

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

LOS ANGELES COUNTY LIFEGUARD
ASSOCIATION (hereinafter referred to as
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a Memorandum of Understanding regarding Supervisory Beach Lifeguards, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

The parties agree that except as herein specifically amended, each and every other provision of the 2006 – 2009 Memorandum of Understanding shall continue to remain in full force and effect.

ARTICLE 4 TERM

Change termination date to 12:00 midnight on December 31, 2009.

ARTICLE 5 RENEGOTIATION

Change dates for written commencement of negotiations to July 1, 2009, through August 1, 2009.

Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2009, whichever is later.

Change date for automatic impasse to October 31, 2009.

ARTICLE 8 SALARIES

Section 4 Sick Leave Accrual Exchange

Change date to receive payment of sick time to July 1, 2009.

ARTICLE 10

SPECIAL PAY PRACTICES

Section 9

Wellness/Fitness for Life Bonus

Change date of to reflect contract term extension to 12-31-2009.

ARTICLE 16

UNIFORMS

Change dates to reflect contract extension. Employees employed on November 1, 2009, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2009, and December 15, 2009.

ARTICLE 30, B.

AUTHORIZED AGENTS

Change phone number to 310-528-1338.

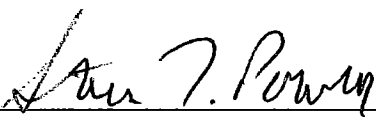
APPENDIX A

WELLNESS/FITNESS FOR LIFE PROGRAM

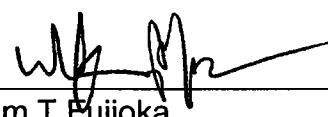
Continue with negotiated interim agreement for term of the MOU (12-31-2009.)

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

LOS ANGELES COUNTY
LIFEGUARD ASSOCIATION

By 
Steven Powell
President

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 
William T. Fujioka
Chief Executive Office

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 3
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OF SUPERVISORS
REGARDING THE
DEPUTY PROBATION OFFICERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 3 TO THE MEMORANDUM OF UNDERSTANDING made
and entered into this 3rd day of March, 2009;

BY AND BETWEEN

Authorized Management Representative
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES
LOCAL 685 (hereinafter referred to as
"AFSCME" or "Union")

WHEREAS, on 10th day of January, 2006, the parties entered into a
Memorandum of Understanding regarding the Deputy Probation Officers Employee
Unit, which Memorandum of Understanding was subsequently approved and ordered
implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the
MOU Article as set forth hereafter:

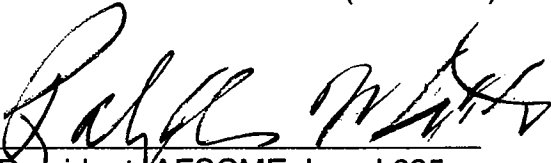
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 - Term; to extend the Term of the MOU for 1 year to 12:00 midnight on January 31, 2010.
2. Amend Article 5 - Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
 - Written notice to commence negotiations no later than September 7, 2009;
 - Salary proposal shall be presented no later than October 5, 2009;
 - Negotiations shall begin no later than October 15, 2009;
3. Amend Article 7 - Salaries, Section 6 (Sick Leave Accrual Exchange) to correspond to a one year extension of the Term of the MOU:
 - Change date for payment for up to 2 additional sick leave days on July 1, 2009;

4. Amend Article 40 Uniforms, Section 4 to provide for payment for Uniform Allowance to correspond to extension of the Term of the MOU:
 - Change dates to November 1, 2009, December 1 & 15, 2009.
5. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 3 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

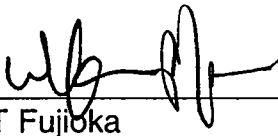
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 3 the day, month and year first above written.

AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES (AFSCME)

By 

President, AFSCME, Local 685

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By 

William T Fujioka
Chief Executive Officer